

Anti-Corruption and Bribery Statement

G&D Contracts values its reputation for ethical behaviour and for financial probity and reliability. It recognises that over and above the commission of any crime, any involvement in bribery will also reflect adversely on its image and reputation.

The company anti-bribery policy aim is to limit our exposure to bribery by prohibiting the offering, giving, solicitation or acceptance of any bribe, whether cash or other inducement, in order to gain any commercial, contractual or regulatory advantage for the company in a way which is unethical or in order to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual.

This applies bribery to or from any person or company, wherever they are situated and whether they are a public official or body or private person or company by any individual employee, agent or other person or body acting on the company's behalf.

This policy is not meant to prohibit the following practices providing they are proportionate and are properly recorded:

- Normal and appropriate hospitality.
- Giving a gift on a festival or at another special time.
- Use of any recognised fast-track process which is available to all on payment of a fee.
- Offer of resources to assist the person or body to make the decision more efficiently provided that they are supplied for that purpose only.

Inevitably, decisions as to what is acceptable may not always be easy. If anyone is in doubt as to whether a potential act constitutes bribery, the matter should be referred to a director.

The prevention, detection and reporting of bribery is the responsibility of all employees throughout the company. Suitable channels of communication by which employees or others can report confidentially any suspicion of bribery will be maintained.

Eventual responsibility for fulfilling the policy is vested in the undersigned,

Signed for and on behalf of G&D Contracts:



Managing Director

G&D Contracts Ltd

Reviewed: 2nd August 2022